

NO PLACE

FOND DU LAC
FAMILY
YMCA

FOND DU LAC,
WI

Like This Place

2025 ANNUAL
IMPACT REPORT

No Place Like *This Place*TM

Dear Friends and Supporters,

As I reflect on 2025, I feel deep gratitude for the role the Fond du Lac Family YMCA continues to play in the lives of so many. This past year was one of momentum, built on trust, connection, and a shared belief that the Y is a place where everyone belongs.

Together, we reached important milestones. We proudly hosted the YMCA National Gymnastics Competition in Green Bay, celebrated record participation in gymnastics and Girls on the Run, and completed the first full year of our 2nd Grade Water S.A.F.E. program, ensuring every second grader in Fond du Lac received life-saving water safety education.

At the heart of our work is meeting people where they are. In 2025, we expanded Before School Care to eight elementary schools, strengthened access to Healthy Living programs, and re-launched senior programming under the FOREVERWELL brand, creating new opportunities for connection and belonging. We also provided a record amount of Membership for All financial assistance, reaffirming our commitment to keeping the Y accessible to all.

As we look ahead to 2026, we do so with excitement and purpose. We will celebrate 125 years of service in Fond du Lac alongside the YMCA's 175th anniversary nationwide, reflecting on the unique role the Y plays as a trusted partner and gathering place. With construction beginning on our capital campaign project with the Boys & Girls Club of Fond du Lac, this work represents more than bricks and mortar, it marks a pivotal moment in our Y's history. We believe 2026 will be remembered as a catalyst for major growth, positioning us to serve more people, in more meaningful ways, than ever before.

None of this would be possible without the trust and support of our members, donors, staff, volunteers, and partners. Thank you for believing in the Y and for helping ensure there truly is no place like this place.

With gratitude,



JJ Raflik
CEO/Executive Director
FOND DU LAC FAMILY YMCA



2025 BOARD OF DIRECTORS

Thomas Huempfer, President
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Laurice Snyder



CREATING CONNECTED COMMUNITIES

At the Fond du Lac Family YMCA, connection is at the heart of everything we do. We're here to strengthen our community, one program, one family, one life at a time.

From empowering kids and teens, to championing healthy living, to fostering social responsibility, we create opportunities for everyone to learn, grow, and thrive.

Our promise is simple: to be a positive force for change and a place where belonging begins. Together, we're building a stronger, healthier, more connected community.

4 CORE VALUES

Guided by our core values of caring, honesty, respect and responsibility, the Y is dedicated to giving people of all ages, backgrounds and walks of life the opportunity to reach their full potential.



FOR ALL

For all is a simple but powerful phrase. Without it, the Y mission is incomplete. Our commitment to inclusion creates a better community.



MEMBERSHIP

Membership at the Fond du Lac Family YMCA is more than access to a facility—it is an investment in a healthier, more connected community. Members of all ages find a welcoming place to build healthy habits, strengthen relationships, and belong to an organization committed to supporting physical, mental, and social well-being for all.

 **9,368** MEMBERS
ON AVERAGE

 **273,943**
ANNUAL MEMBER VISITS

 **407** MEMBERS
With 24/7 Access

MEMBERSHIP FOR ALL & VETERANS

FINANCIAL ASSISTANCE

We're proud to ensure that the Y is accessible for all, giving everyone an opportunity to be healthy and thrive, to connect with others, and contribute to a better community.

Through generous donations to our Annual Campaign, financial assistance is available for YMCA membership and programs when support is needed, through our Membership for All program.



\$231,577
IN SUPPORT

676
MEMBERSHIPS

147
PROGRAM SESSIONS



EMPLOYMENT

Behind every YMCA program is a dedicated staff member whose work makes community impact possible. Through employment, the Fond du Lac Family YMCA invests in people—developing leaders, creating first job experiences, and supporting workforce participation across all ages and backgrounds. These employment opportunities not only sustain YMCA programs, but also strengthen the economic and social fabric of the Fond du Lac community.

YEARS OF SERVICE CELEBRATED IN 2025

5 YEARS 11 STAFF MEMBERS
10 YEARS 5 STAFF MEMBERS
15 YEARS 5 STAFF MEMBERS



Dick Putz
 celebrated
30 YEARS
 of service to the Y.

WORKFORCE

Total number of hours worked = 142,466

Number of staff working in more than one
 department = 29

49
 STAFF UNDER 18

72
 NEW HIRES IN 2025

210 Full-Time and
 Part-Time Staff



AQUATICS



SWIM LESSONS

Our skill-based swim stages provide children with the opportunity to learn at their own pace, advancing to the next level only after mastering essential skills. Through these lessons, we aim to teach swimmers of all ages how to enjoy the water safely, respond confidently in emergencies, and build lifelong water safety habits.

50 CHILD CARE CHILDREN

received FREE swim lessons

480

CHILDREN

were provided FREE water safety lessons through the Kiwanis Learn-to-Swim, Safety Around Water program



426

2nd GRADERS

Received water safety lesson in the classroom through the Y's Water S.A.F.E. program.

48 BOYS & GIRLS CLUB YOUTH
received FREE water safety lessons

A JOURNEY OF 1,000 MILES

Carrie Stempihar's journey in the Y's 100 Mile Swim Group became far more than a fitness goal. It became a testament to perseverance, healing, and the power of community. What began as a way to regain strength after surgery evolved into a life-changing routine that brought her confidence, connection, and a sense of belonging. This year, Carrie reached an extraordinary milestone: Swimming 1,000 miles at the Fond du Lac Family YMCA. Supported by encouraging staff, fellow swimmers, and the welcoming environment of our Aquatics Department, Carrie's story reflects the heart of the Y. A place where individuals grow stronger together, one lap at a time.





SPORTS PROGRAMS

At the Fond du Lac Family YMCA, our sports programs serve all ages and abilities, from preschool sports that build confidence and coordination to lifelong activities like pickleball that promote health and connection. With inclusive and adaptive offerings, the Y creates a welcoming environment where everyone can participate, grow skills, and belong. Through teamwork, sportsmanship, and physical activity, sports at the Y strengthen bodies, build character, and foster meaningful connections that create lasting community impact.

435

YOUTH PARTICIPATED IN
7 VARIOUS SPORTS CLASSES



8 TEAMS

PARTICIPATED IN
ADULT CO-ED
CHURCH SOFTBALL



ADAPTIVE SWIM PACKAGES DOUBLED

Expanding inclusive
aquatics opportunities

266



INDIVIDUALS PARTICIPATED IN
PICKLEBALL LEAGUES OR CLASSES





GYMNASTICS

The Fond du Lac Family YMCA provides a comprehensive gymnastics program for participants of all ages and abilities, offering progressive instruction alongside competitive team opportunities. Athletes interested in advanced training can pursue competition through team level gymnastics, where gymnasts build skills, confidence, and discipline while representing the Y at regional and national events.

800
PROGRESSIVE
REGISTRATIONS



115
TEAM
GYMNASTS



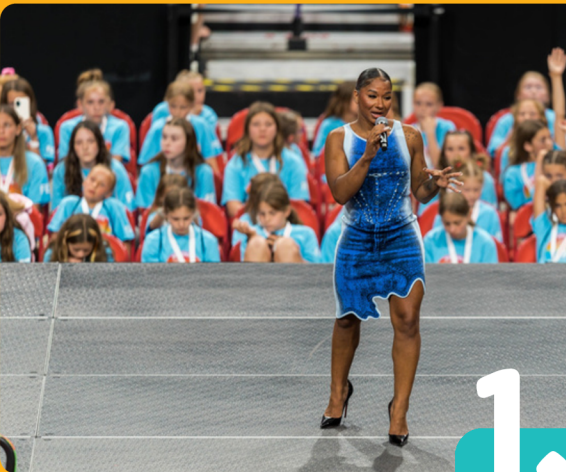


**2025 LEAD
HOST:**
FOND DU LAC
REVENUE:
\$109,268

YMCA NATIONAL GYMNASTICS CHAMPIONSHIP & INVITATIONAL



78 TEAMS
16 STATES



1,791
ATHLETES





CHILD CARE

The YMCA Child Care Center provides children with a safe, comfortable, and nurturing environment to learn, grow and thrive. The YMCA Child Care Center is also a community partner site for the Fond du Lac School District 4-year-old kindergarten (4K) program. In 2025 the Y officially integrated 3K into our 3-year-old classroom.

66,300
Meals served yearly

**85 children enrolled
in Child Care at the Y,
serving 75 families**

Our Child Care Center promotes equity and opportunity by offering affordable, accessible, and high-quality care, helping every child thrive. Through partnerships, scholarships, and financial support, we make quality child care within reach for families who need it most.



**Before School Care
8 SITES**

Chegwin
Evans
Parkside
Pier
Riverside
Roberts
Rosenow
Waters

**60
children
enrolled**

2 Sites added in 2025



FAMILY & PRESCHOOL

PRESCHOOL PROGRAMS

218 Children served

Our Preschool Programs served 218 children this year, providing more than just early education, they offered a foundation for social connection, curiosity, and community.

Through engaging learning experiences, children developed critical skills, built friendships, and gained confidence in a nurturing environment that prepares them for success in school and beyond.

EARLY MORNING SUMMER PROGRAM

113 Children served

The Y offers early morning summer care at the YMCA and Pier Elementary School locations for children enrolled in the Boys & Girls Club Summer Program, providing supervision before the program officially begins. The program helps support families with busy summer schedules who need affordable care for their kids.



CHILD WATCH CHECK-INS

6,009





family
Strengthening

CREATING CONNECTED FAMILIES

At the Fond du Lac Family YMCA, we believe that some of the most meaningful moments happen when families connect. That's why, in partnership with the Boys & Girls Club of Fond du Lac, we proudly host five free Family Strengthening events each year, creating meaningful moments for families to come together, unwind, and make memories.

These events open the door for families to play, explore, and experience the Y in a welcoming, fun-filled environment. From active games to creative activities, every Family Night is designed to spark joy, strengthen relationships, and build a sense of belonging. Our promise is simple: to bring our community together and create spaces where families feel supported, connected, and valued.



5 FREE FAMILY STRENGTHENING EVENTS

Father/Daughter Date Night
Mother/Son Event
Spring Carnival
Lights on Afterschool
New Years Eve Bash



CORPORATE CHALLENGE



The Fond du Lac Corporate Challenge brought together 18 area businesses for 8 fun events providing friendly competition and team camaraderie, all in support of healthy living. Through sponsorships and participation fees, the event funds all five of our Family Strengthening events each year, impacting nearly 2,500 people. These events are offered free to the community.

2,500

INDIVIDUALS ATTEND 5 FREE
FAMILY STRENGTHENING EVENTS



\$23,500

Was raised in 2025 through
Corporate Challenge
sponsorships to support our
Family Strengthening Events.



HEALTHY LIVING

60 personal training clients
averaged more than
40 sessions per week in 2025



25 **CANCER SURVIVORS**
gained strength and made friendships



Healthy Living programs at the Y are designed to support every individual's journey toward improved well-being, offering personalized guidance, evidence-based support, and opportunities for long-term lifestyle change.

This year, our certified personal trainers provided tailored coaching to help members build strength and confidence; our LIVESTRONG at the YMCA program empowered cancer survivors through safe, supportive physical activity; and our Balanced Health seminars equipped participants with practical tools for managing stress, nutrition, and overall wellness.

Through physician referrals, we partnered with local healthcare providers to connect patients to accessible, community-based wellness resources, while our Parkinson's exercise program offered specialized movement classes proven to enhance mobility and quality of life.

Together, these programs reflect our commitment to nurturing healthier individuals and a stronger community.

Parkinson's exercise program offers specialized movement classes proven to enhance mobility and quality of life, with more than 35 participants attending weekly.

130 **PHYSICIAN REFERRALS**
MADE TO THE Y'S
Healthy Living Program



FOREVERWELL®

SPONSORED BY:
 network
health

WELLNESS OFFERINGS FOR Y MEMBERS AGES 55+

YMCA's FOREVERWELL programs are designed for individuals aged 55 and older, offering opportunities to stay active, engaged, and connected. Participants can enjoy group exercise classes, aquatic workouts, and social events, all tailored to support overall well-being. With a focus on Movement, Connection, and Discovery, FOREVERWELL provides a variety of programs that promote health, vitality, and community.

35-40
GROUP
EXERCISE
PARTICIPANTS
PER SESSION

BALANCED HEALTH SERIES

35
SEMINARS
IN 2025

Our Balanced Health Series brought together local experts and community partners to deliver essential, accessible health education to individuals and families. Through engaging seminars focused on nutrition, stress management, chronic disease prevention, overall well-being and more, participants gained practical tools to make informed choices about their health.

By partnering with trusted professionals and organizations, we were able to address timely wellness topics, connect participants to resources, and strengthen our community's commitment to living healthier, more balanced lives.



25+
SOCIAL CONNECTION OPPORTUNITIES

- Monthly lunch outings
- Monthly book club meetings
- Annual White Elephant Holiday Event
- StayStrong / LIVESTRONG Alumni Connection Event

GIRLS ON THE RUN



406 IN 2025
PARTICIPANTS

21 SCHOOL SITES
26 TOTAL SITES

1,000 5K RUNNERS

Girls on the Run offers programs designed to inspire girls of all abilities to recognize and embrace their inner strength and make meaningful connections with others. Trained coaches use physical activity and dynamic discussions to build social, emotional and physical skills while encouraging healthy habits for life.

YOUTH IN GOVERNMENT

32 DELEGATES ATTENDED MADISON CONFERENCE



Youth in Government is a YMCA-affiliated leadership program that empowers Fond du Lac middle and high school students (grades 7–12) to learn civic engagement through hands-on experience. Participants step into roles such as legislators, judges, and journalists, exploring how government works at both local and state levels.

The program culminates in a statewide conference at the Wisconsin Capitol, where students debate bills, propose solutions, and experience the law-making process firsthand. Fond du Lac High School continues to field a strong delegation, with students earning statewide recognition for their work. This impactful program is offered through a partnership between the Fond du Lac Family YMCA and the Fond du Lac School District.

2025 HIGHLIGHTS:

- Sent 32 delegates to Madison for Conference
- Earned Outstanding Delegation honors, topping 13 delegations statewide
- Received state recognition for photography excellence
- Earned Outstanding Delegate recognition in media & production (peer-selected)
- Re-elected a Fond du Lac delegate to a Statewide Media Director role on the Wisconsin Elected 8 Council





COMMUNITY TRAINING

Throughout the year, we offered a variety of community training programs designed to promote safety, preparedness, and well-being. From lifesaving certifications to educational workshops, these trainings empowered individuals with skills that strengthen both personal confidence and our community as a whole.



74 INDIVIDUALS
EARNED CPR CERTIFICATIONS



33 YOUTH WERE TRAINED
IN STAY HOME ALONE CLASS



41 INDIVIDUALS
WERE TRAINED IN FIRST AID



44 YOUTH
GRADUATED FROM THE
Y'S BABYSITTING COURSE



3 BLOOD
DRIVES

In partnership with COPS and the American Red Cross, the YMCA proudly hosted three community blood drives this year. Together, these efforts helped provide lifesaving blood donations while strengthening our shared commitment to community health and service.





COMMUNITY PARTNERS

The Fond du Lac Family YMCA continues to thrive through the strong support and collaboration of local businesses, community organizations, and non-profits. These partnerships play a crucial role in expanding our reach, strengthening our programs, and meeting the evolving needs of individuals and families across Fond du Lac.

By working together, we combine resources, expertise, and shared vision to create innovative solutions, improve access to essential services, and foster meaningful opportunities for wellness, belonging, and connection. This network of community support highlights the power of collective impact—ensuring that everyone, regardless of background or circumstance, has the chance to grow, thrive, and live well.



American Red Cross
Aurora Health Care
Back in Action Massage Therapy
Back to School Fond du Lac
Big Brothers Big Sisters
Boy Scouts
Care Patrol
Charity Club
Church of Peace
COPS Blood Drive
Downtown Fond du Lac Partnership
Ebony Vision
Envision Greater Fond du Lac
FDL County Health Department
Fond du Lac County Literacy Coalition

Fond du Lac Festivals
Fond du Lac Fire Department
Fond du Lac Police Department
Fond du Lac Public Library
Fond du Lac Rugby
Fond du Lac Running Club
Fond du Lac Women's Fund
Foot of the Lake Pickleball Club
Froedtert / Theda Care
Gratitude Club
Living Well Coalition
Marian University
Midwest Alliance of YMCA's
Moraine Park Technical College
NAMI

National Exchange Bank and Trust
Network Health
NICA
Peak Rehab
Radio Plus
Red Line Tri Club
Service League
Solutions Center
Sophia Partners
Standing Strong Against Falls Coalition
St. Katharine Drexel Shelter
Thelma Center for the Arts
United for Diversity
UW Extension
Versiti Blood Center
YPN

YMCA DAY OF GIVING

COMMUNITY SUPPORT

YMCA Day of Giving is an annual one-day fundraising event dedicated to supporting the Y's mission and programs that strengthen our community.

Every dollar raised helps provide financial assistance, ensuring that all individuals and families, regardless of income, have access to life-changing opportunities like membership, swim lessons, youth sports, and wellness programs.

Community support on this day makes a direct and lasting impact in the lives of those who need it most.



\$25,852

Funds raised during
YMCA Day of Giving in 2025.

GIVING TUESDAY

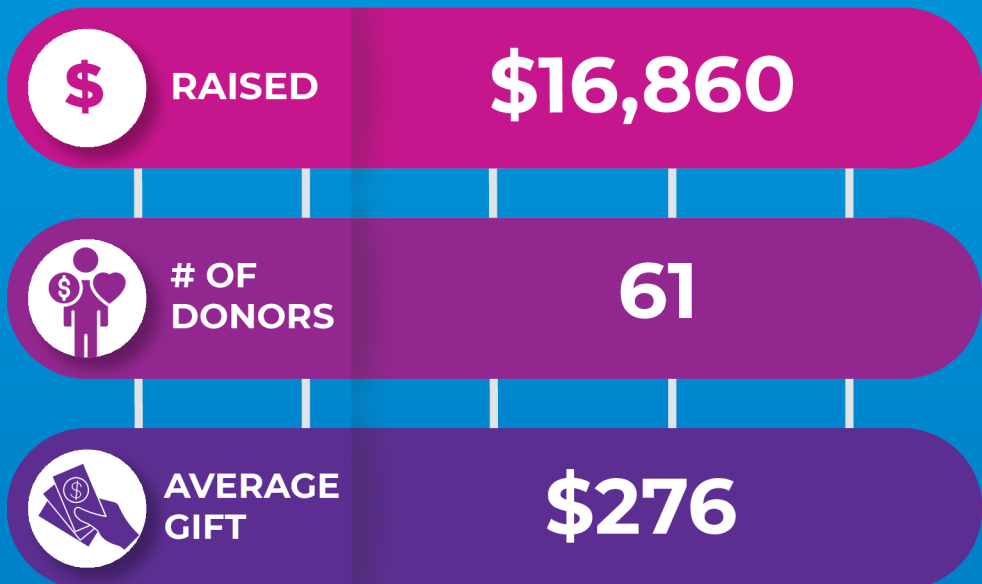
CAPITAL CAMPAIGN

This year's Giving Tuesday demonstrated once again what is possible when our community comes together with purpose. Donors rallied behind our mission, helping us achieve our \$15,000 match challenge, which delivered a meaningful boost to our fundraising efforts. With this milestone, we continued to make steady progress toward our \$500,000 Community Phase goal of our Capital Campaign.

Every dollar raised on Giving Tuesday helps address the expanding needs of our organizations as we continue serving youth, families, and individuals with the highest level of care and support.

These contributions ensure we can grow alongside our community and provide the resources, programs, and spaces that people depend on every day.

MATCH GOAL - \$15,000



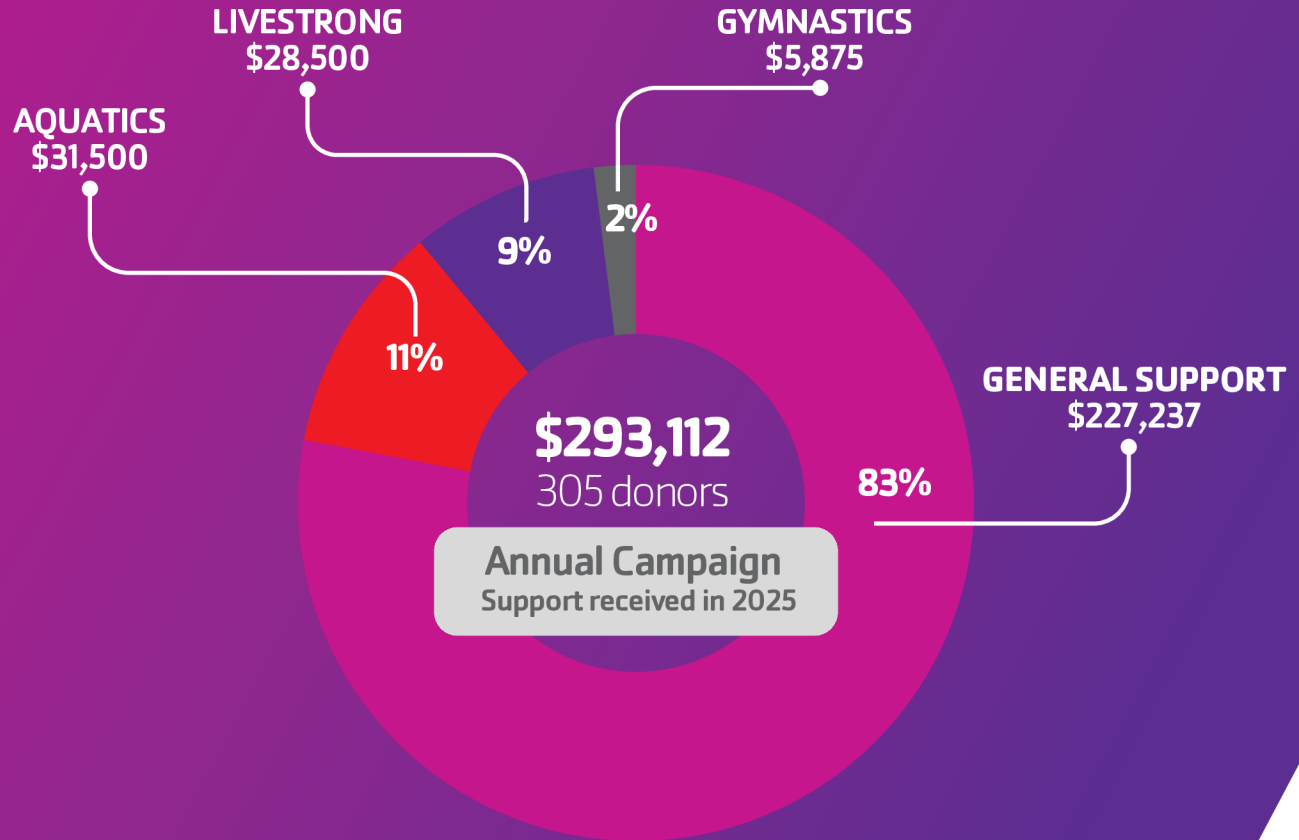
A \$15,000 Match Challenge boosted support to the Capital Campaign.

Thanks to the generosity of the Hierl Family

\$31,860

Total funds raised during Giving Tuesday
in support of the Capital Campaign.

ANNUAL CAMPAIGN 2025



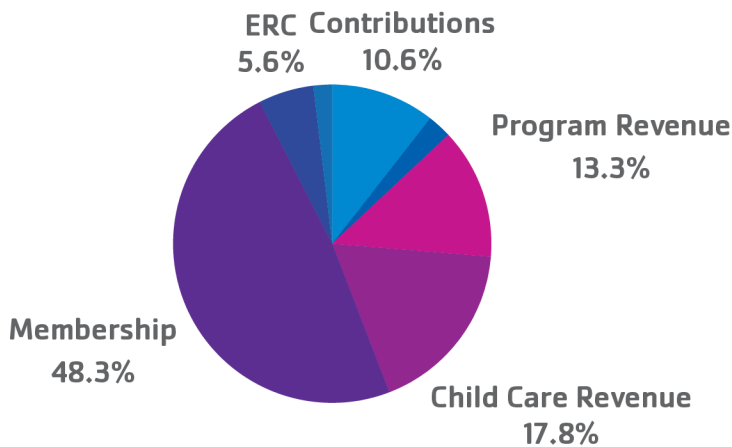
MISSION ADVANCEMENT

The Y is more than a gym, it's a lifeline for families, a safe space for kids, and a support system for those facing challenges. None of this happens without our generous donors. Annual contributions ensure that everyone, regardless of income, ability, or background, can access the resources they need to grow and thrive. Together, we are building a stronger, more inclusive community.

FINANCIALS

OPERATING REVENUE

Membership	\$1,973,010
Child Care Revenue	\$760,473
Program Revenue	\$542,710
Contributions	\$431,271
ERC	\$229,304
Federal/State Support	\$100,430
Before Care Revenue	\$77,865
Total Operating Revenue	\$4,115,063

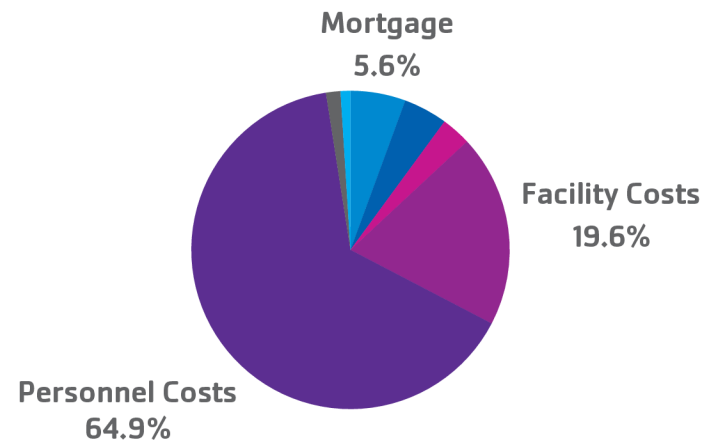


OPERATING EXPENSES

Personnel Costs	\$2,786,828
Facility Costs	\$840,685
Program Costs	\$191,590
YMCA Dues	\$63,169
Other	\$42,949
Total Operating Expenses	\$3,925,220

Mortgage: Financing + Principal	\$240,698
Capital Additions & Improvements	\$129,538

Overall Expenses	\$4,295,456
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CONTRIBUTIONS

Annual Support – General	\$227,237
Endowment Disbursement	\$44,487
United Way	\$39,000
Girls on the Run	\$32,172
Annual Support – Aquatics	\$31,500
Annual Support – LIVESTRONG	\$28,500
Corporate Challenge	\$10,310
Gymnastics Fundraisers	\$7,889
Annual Support – Gymnastics	\$5,875
Sports Team Sponsorships	\$2,600
Child Care Fundraising	\$1,226
Youth in Government Fundraising	\$476

TOTAL CONTRIBUTIONS	\$431,272
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Child Care Federal/State Support	\$100,430
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OVERALL CONTRIBUTIONS	\$531,702
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YMCA NATIONAL GYMNASTICS CHAMPIONSHIP

Sponsorships & Donations	\$82,642
Program Revenue	\$544,345
Expenses	\$517,729
Net Income	\$109,268

Event revenue and expenses reflect activities occurring in 2024–2025 and finalized in 2025.

FACILITY COSTS – 19.6%

Occupancy	\$467,115
Outside Services	\$287,505
Facility Supplies	\$45,013
Equipment	\$36,856
Telephone	\$4,195
	\$840,685

MORTGAGE – 5.6%

Financing	\$107,498
Principal	\$133,200
	\$240,698
TOTAL BALANCE DUE	\$1,494,900

PROGRAM COSTS – 4.5%

Program Supplies	\$123,016
Licensing	\$36,911
Advertising	\$30,812
Postage	\$852
	\$191,590

CAPITAL EXPENSES – 3%

Equipment Additions	\$24,583
Building Improvements	\$104,955
	\$129,538

OUR SUPPORTERS

2025 ANNUAL CAMPAIGN DONORS

INCLUSIVE LEVEL



Barbara & Peter Stone Family Foundation
BCI Burke Company
CD Smith
Dale & Ruth Michels Family Foundation
Festival Foods
Fox Valley Savings Bank
Network Health
SSM Health
The Grande Foundation

HONESTY LEVEL



Ahern Gross Inc
Bank First
Excel Engineering
Raymond Foundation
Twohig Orthodontics
Dr. Bert and Susan Baumgartner
Dr. William & Dixie Mauthe
Drs. Bret & Joanne Pasiuk
Sandra & Michael Phelan
James & Kathleen Simon

CARING LEVEL



Bright Orthodontics
Edward Jones
Everson Law Office LLC
Fond du Lac Running Club
Lyman & Laura Powell Family Fund
Robert C. Beverly J Gross Fund
Tom & Christine Gross Fund
Sargento Foods
John & Sally Boatman
Joan & Patrick Bowser
Jeff & Connie Coon
Rick & Bridget Cullen
Shirley Frieler
Marvin Grahl
William Haag
David & Carey Herrick
Jessica & Daniel Joseph
Pat and Cathi McGowan
Nicole & Richard Wiese

RESPONSIBILITY LEVEL



Charity Club
Fond du Lac Area Foundation
Froedtert ThedaCare
Holiday Automotive
J.F. Ahern Foundation
Michels Corporation
Noon Kiwanis Club of Fond du Lac
Service League
Society Insurance
James & Barb Jarvis

RESPECT LEVEL



Bauer Chiropractic
Brian & Jennifer Baker Charitable Fund
Fond du Lac Firefighters Local 400
Harbor View Dentistry
Kurki Funeral Chapel
Lakeside Wealth Management | Patrick Broeske
M3 Insurance Foundation
Moraine Park Technical College
Richard & Bonnie Schmitz | Giddings & Lewis Legacy Fund
Sadoff Iron and Metal
Charles & Marilyn Averbek
In Memory of Dick Bestor
Drs. Patrick & Jennifer Bissell
Dr. Henry & Ellen Chang
Michael & Melissa Hierl
Brian & Catherine Johnson
Brian & Lisa Johnson
Dr. James & Dottie Keenan
Kristel & Joe Lougher
Donald & Barbara Millage
Steven & Mary Millin
Jeff & Kristen Quast
Jason & Shannon Rathke
JJ & Angie Raflik
Paul Rosenfeldt
James & Anne Thomas
The Ward Family